

4 November 1983

MEMORANDUM FOR: The Record

FROM:

C/HRPS

SUBJECT: Requests for DDA/CMO HRPS Support

1. On this date HRPS representatives met with  (DDA/CMO), concerning requests he had made for HRPS studies. We discussed two areas of DDA manpower planning that would lend itself to HRPS analysis and agreed to the following projects:

- a. Succession Planning: There is current concern that both the GS-14's and GS-15's are the same age and will retire at approximately the same time. It was agreed that HRMS would get an I&AB data dump for GS-12 through GS-15, with age -- and take an initial cut at the data in SAS before providing preliminary feedback to Ernie. Factors to be included are:
  - °All M sub-groups and M.
  - °All GS-12 through GS-15.
  - °SSN, Age, OCC Code, Grade, SD, SCD, LCD time = ~ 4 weeks.
- b. DDA CT Requirements: I suggested that we build a series of career network models for the DDA sub-groups. However, I suggested that we wait until the OP model is done and review it to see if this technique will provide him with the data he wants.

## OBJECTIVE AND ACTION PLAN

OFFICE	RESPONSIBLE OFFICER	FY	FY RESOURCE ESTIMATE		PERIOD		STATUS						
			WKYR	DOLLARS									
FY 1984 - 1	OP/HRPS												
Build HRPS Capability:													
Within the past year HRPS has been faced with the requirement to replace the total staff complement. This situation creates a requirement to rebuild and retain HRPS analytical capabilities. The achievement of these objectives will combine a mixture of staffing and developmental milestones.													
ACTION PLAN (Milestones)		COMPLETION MONTH: SCHEDULED O; ACTUAL X											
		OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
°STAFFING:													
- EOD Specialist													
- Rotate-in Generalist													
- Identify and clear Consultant for hire.													
°TRAINING:													
- SAS train staff													
- HP train staff													
- DYNAMO in-house project													
°LIAISON:													
- Contact and schedule meetings with major defense HR planning elements.													
- Join a reputable HR planning organization.													



## OBJECTIVE AND ACTION PLAN

FY 1984 - 3		OFFICE OP/HRPS	RESPONSIBLE OFFICER		FY		FY RESOURCE ESTIMATE		PERIOD		STATUS	
					WKYR		DD		OCT - DEC		+	
							STAT		JAN - MAR		=	
									APR - JUN		<	
									JUL - SEP			
											EXCEEDING PLAN	
											MEETING PLAN	
											BEHIND PLAN	

**Human Resource Trend Report:**  
Develop a management-oriented human resource trend report. The previous effort in this area is useful but massive and confusing to many senior managers who could best use the data. HRPS intends to begin with the existing information report (HRMIS) and modify it with iterative feedback to make it a more useful product:

ACTION PLAN (Milestones)	COMPLETION MONTH: SCHEDULED O; ACTUAL X											
	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
°Modify existing computer programs to produce graphs with added clarity.		O										
°Create computer programs for overall categories.		O										
°Produce report quarterly.				O			O			O		
°Obtain and incorporate user feedback re specific areas of concern and on report format.					O							
°Expand distribution to include relevant OP components.				O			O			O		

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